

**BY ORDER OF THE COMMANDER
AIR FORCE SPECIAL OPERATIONS
COMMAND**

**AIR FORCE SPECIAL OPERATIONS
COMMAND INSTRUCTION 38-201**

7 AUGUST 2014



Manpower and Organization

***AFSOC MILITARY PERSONNEL
APPROPRIATION (MPA) MAN-DAY
REQUIREMENTS MANAGEMENT***

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

ACCESSIBILITY: Publications and forms are available for downloading or ordering on the e-Publishing website at www.e-Publishing.af.mil.

RELEASABILITY: There are no releasability restrictions on this publication.

OPR: AFSOC/A1M

Certified by: HQ AFSOC/A1M
(Mr. Daniel Brooks)

Pages: 15

This instruction implements Title 10, United States Code (U.S.C.) activation authorities; Department of Defense Directive (DODD) 1200.17, *Managing the Reserve Components as an Operational Force*; DODD 1235.10, *Activation, Mobilization, and Demobilization of the Ready Reserve*; DODD 1241.01, *Reserve Component Medical Care and Incapacitation Pay for Line of Duty Conditions*; DODI 1215.06, *Uniform Reserve, Training, and Retirement Categories for the Reserve Components*; DODI 1215.13, *Reserve Component (RC) Member Participation Policy*; Air Force Handbook (AFH) 10-416, *Personnel Readiness and Mobilization*; Air Force Instruction (AFI) 10-402, *Mobilization Planning*; AFI 36-2619, *Military Personnel Appropriation (MPA) Man-Day Program*. This instruction establishes processes for AFSOC identification and apportionment of Military Personnel Appropriation (MPA) man-day requirements, provides guidance and establishes procedures for management of the MPA man-day program in AFSOC. It applies to Headquarters Air Force Special Operations Command (AFSOC), all active duty special operations wings and groups, applicable subordinate units and supporting agencies. This also applies to all AFSOC gained Air Force Reserve Command (AFRC) units, Air National Guard (ANG) units, and Individual Mobilization Augmentees (IMA). Excluded from this instruction are actions relating to intelligence or legal career field requirements since these are centrally managed through Headquarters Air Force (HAF). Supplements will not lessen the requirements nor change the basic content or intent of this instruction. Process supplements in accordance with (IAW) AFI 33-360, *Publications and Forms Management*. Ensure that all records created as a result of processes prescribed in this

publication are maintained in accordance with Air Force Manual (AFMAN) 33-363, *Management of Records*, and disposed of in accordance with Air Force Records Information Management System (AFRIMS) Records Disposition Schedule (RDS). Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using the Air Force (AF) Form 847, *Recommendation for Change of Publication*; route AF Forms 847 from the field through the appropriate functional's chain of command. The authorities to waive wing/unit level requirements in this publication are identified with a Tier ("T-0, T-1, T-2, T-3") number following the compliance statement. See AFI 33-360, Publications and Forms Management, for a description of the authorities associated with the Tier numbers. Submit requests for waivers through the chain of command to the appropriate Tier

waiver approval authority, or alternately, to the Publication OPR for non-tiered compliance items.

SUMMARY OF CHANGES

This updates AFSOC policies and guidance regarding MPA man-day requirements management.

1. Introduction.

1.1. The Military Personnel Appropriation (MPA) man-day program is governed by Title 10 U.S.C., Section 12301(d) (h) and is compliance-oriented. It is a category of active duty assets used to provide voluntary Reserve Component support to AFSOC missions. Also known as Active Duty for Operational Support (ADOS), these days are allocated for operational missions. HQ USAF/A1MP authorizes MPA man-Days to AFSOC to facilitate emergent, non-recurring, short-term projects with skilled manpower assets which cannot be accomplished by available AFSOC-assigned personnel. Further, these tours are approved for the convenience of the government and are not designed to fill gapped billets or pay for missions already tasked to or funded to another MAJCOM or Air Reserve Component (ARC).

1.1.1. Steady state days are funded through the active duty MilPERS account for pay and entitlements. These man-days typically support non-OCO Contingencies (such as responses to natural disasters), nuclear deterrence operations, new & emerging missions, non-OCO AEF support (RFF requests), total force initiatives where the active component has a shortfall, and short term augmentation (such as mil honors, med continuation or staff augmentation).

1.1.2. Overseas Contingency Operations (OCO) man-days are programmed through supplemental funding and are used to support requirements requested by Global Combatant Commanders in support of OPERATION ENDURING FREEDOM.

1.1.3. Additionally, 10 U.S.C., section 12304b gives service secretaries authority to involuntarily recall up to 60,000 reserve personnel in support of pre-planned missions for up to 365 continuous days. Unlike existing 12302 (OCO) mobilization authority, the 12304b mobilizations must be budgeted for in year of execution. The Global SOF Campaign Plan sets the baseline for 12304b mobilization requirements.

1.2. The HAF implemented Program Objective Memorandum (POM) process institutionalized a requirements based procedure, where AFSOC works closely with

commanders to identify valid MPA man-day requirements based on the AFSOC Commander's defined priorities. The list of requirements is sorted based on these AFSOC/CC defined priorities and a panel selected by AFSOC/CV consisting of HQ AFSOC/A1M, CCR, and CCG will provide a recommendation to AFSOC/CV for final apportionment approval.

1.3. This instruction formalizes AFSOC's methodology to forecast, plan, program, and fund MPA man-day accounts in our budget building process.

2. Purpose.

2.1. This instruction defines the process, roles, and responsibilities for the management, allocation, and execution of the MPA officer and enlisted man-day program.

2.2. Funds within the MPA allocated for the use of ARC personnel in support of active component (AC) missions are referred to as MPA man-days. The overarching purpose for MPA man-days is to provide the AF with skilled manpower to temporarily support active duty missions when AC capabilities are not available. These MPA man-days are also commonly referred to as Active Duty for Operational Support-Active Component (ADOS-AC). Use of MPA man-days must always be authorized under Title 10 U.S.C. activation statutes and are funded through annual congressional appropriation acts (U.S. Treasury "3500" account).

3. Appropriate Use of Man-Days.

3.1. The overarching purpose for MPA man-days is to provide the Air Force with skilled temporary manpower to support Air Force missions when regular component resources are not available or sufficient. Commands, Staffs, and Agencies will utilize the MPA man-day program to access capabilities within the ARC to support operational missions. (T-1)

3.2. MPA man-days are used for the following active duty requirement reasons: (T-1)

3.2.1. Non-OCO Contingencies such as natural disasters, operations involving National security and homeland defense.

3.2.2. Nuclear Deterrence operations.

3.2.3. Non-OCO AEF support involving Request for Forces (RFF) from tasking agencies.

3.2.4. Short Term Augmentation such as staff and wing augmentation requirements.

3.2.5. The backfill of active duty AF personnel deployed.

3.2.6. Short term RegAF projects where use of active duty personnel is not economical.

3.2.7. Perform operational augmentation to RegAF missions such as SOF airlift support.

3.3. Tours normally not approved for use of MPA man-days are: (T-1)

3.3.1. To replace AC personnel on terminal or ordinary leave, routine TDY, or in school.

3.3.2. To backfill Active Guard/Reserve (AGR) or statutory tour status personnel.

3.3.3. To accomplish ARC missions, support, or special projects (Reserve Personnel Appropriation (RPA) to include organizing, administering, recruiting, instructing or training of Reserve components).

- 3.3.4. To substitute for establishing a valid *active duty* authorization.
- 3.3.5. For the sole purpose of performing additional or routine administrative duties or volunteer activities (e.g. CFC Project Officer, air shows, etc.).
- 3.3.6. To fill a vacant RegAF position, unfunded RegAF position, or abolished civilian position.
- 3.3.7. To fill a position/function where RC volunteer is the same person who normally performs this duty as a full time Federal Civil Service employee or government contractor.
- 3.3.8. To meet mission requirements of another Command, Staff, or Agency (e.g. ACC MPA man-days cannot be used to support an AETC mission requirement). **Exception:** Centrally managed activities such as Legal and Intelligence.
- 3.3.9. To attend upgrade training (e.g. AFSC training (officer or enlisted), formal school, PME seminars, technical training, contractor course (e.g. Franklin Quest), or courses offered at universities and high schools.
- 3.3.10. Exclusively to attend conferences, workshops and seminars, except RC personnel filling General Officer positions.
- 3.3.11. To participate in exercises unless they are augmenting an active component unit or serving as an evaluator.
- 3.3.12. To cover vacancies created by active duty reassignment.
- 3.3.13. To staff an office or unit when its manning level in the required AFSC exceeds 90% and there is no "peak period workload".

4. Planning and Programming for Steady State Man-Days and 10 U. S.C. § 12304b Mobilization Requirements (POM).

4.1. Steady State POM Process.

- 4.1.1. AFSOC implemented a requirements-based process to identify and validate all man-day requirements and is linked to the AF planning and programming process. MPA man-day requirements are vetted through AFSOC senior leadership for approval and linked to resource apportionment decisions. This process ensures validated and approved requirements are appropriately funded to support AFSOC requirements and commanders' priorities.
- 4.1.2. HAF, through HQ AFSOC/A1M, will issue a steady state man-day data call for the next POM cycle (i.e. submit FY16-20 requirements in CY 14). AFSOC commanders and directors submit requirements based on established AFSOC Commander priorities. Each request must clearly describe the active duty task required and linked to an AFSOC/CC priority.
- 4.1.3. Once submissions from commanders and directors are received, they will be consolidated and ranked using the AFSOC/CC prioritized list (attachment 3) and other commander directed initiatives that might arise (i.e. known emergent requirements). **Note:** Submissions will be returned if specific justification and requested data is not provided.

4.1.4. The panel will review and assess the prioritized list to eliminate duplicate efforts and ensure appropriate use of steady-state man-days. Each requirement will be reviewed and recommendations annotated on the listing.

4.1.5. AFSOC/CV will review the list and consider each recommendation. AFSOC/CV is the final approval authority for submission of all man-day requirements to HAF.

4.2. 10 U. S.C. § 12304b Mobilization Process.

4.2.1. USC section 12304b gives service secretaries authority to involuntarily recall up to 60,000 reserve personnel in support of CCDR pre-planned missions for up to 365 continuous days. Unlike existing 12302 (OCO) mobilization authority; the 12304b mobilizations must be budgeted for in year of execution.

4.2.2. HAF, through HQ AFSOC/A1M, will issue a 12304b requirement data call in conjunction with the steady state man-day data call for the next POM cycle. HQ AFSOC/A1M will request the AFSOC/OC provide the 12304b requirements for the command as the AFSOC/OC receives and coordinates all SOF mobilization/demobilization and rescission requests with G-MAJCOMs and the respective AFRC components.

4.2.3. AFSOC/OC, through their own process, will identify combatant commander preplanned mission requirements that require mobilization under U.S.C. § 12304b and submit the requirements to HQ AFSOC/A1M for submission to the POM through the steady state data call. (T-2)

4.2.4. The data call for 12304b should not duplicate existing man day data calls. The 12304b input only identifies “pre-planned missions” against which AFSOC may determine that a unit mobilization would be required to ensure adequate levels of reserve support could be ordered.

4.2.5. Once the 12304b submission from AFSOC/OC is received, it will be combined with the steady state man-day data for the AFSOC/CV’s panel review and submitted to AFSOC/CV for review and consideration for submission each recommendation the POM cycle: Submissions will be returned if specific justification and requested data is not provided.

4.2.6. The panel will review and assess the prioritized list to eliminate duplicate efforts and ensure appropriate use of steady-state man-days. Each requirement will be reviewed and recommendations annotated on the listing. (T-2)

4.2.7. AFSOC/CV will review the list and consider each recommendation. AFSOC/CV is the final approval authority for submission of all man-day requirements to HAF.

4.3. Roles and Responsibilities.

4.3.1. HQ AFSOC/A1M.

4.3.1.1. Provide MPA man-day program oversight. (T-1)

4.3.1.2. Develop specific guidance on appropriate POM submission criteria.

4.3.1.3. Provide data collection tools to submitting agencies which meets AFSOC unique priorities and AF mandatory fields.

4.3.1.4. Develop an initial prioritized list of man-day requirements for command review.

4.3.1.5. Coordinate final submission with HQ AFSOC/A8.

4.3.1.6. Submits final AFSOC/CV approved data listing to HAF.

4.3.2. Commanders and Directors.

4.3.2.1. Identify AFSOC active duty requirements that cannot be temporarily met with active duty personnel. (T-2)

4.3.2.2. Ensure data is submitted to HQ AFSOC/A1M in the appropriate format and contains a complete requirement description, matched to a listed AFSOC/CC priority (Appendix B). (T-2)

4.3.3. Man-day Functional Managers (FAMs).

4.3.3.1. Identify AFSOC active duty requirements that cannot be temporarily met with active duty personnel for staff augmentation and responsible programs not support by a wing (example, aircraft testing). (T-2)

4.3.3.2. Ensure data is submitted to HQ AFSOC/A1M in the appropriate format and contains a complete requirement description, matched to a listed AFSOC/CC priority (Appendix B). (T-2)

4.3.3.3. Coordinate man-day requirements with wing counterparts to ensure submitted requirements are not duplicated and accurately reflect AFSOC/CC priorities. (T-2)

4.3.3.4. Monitor man-day budgets in the appropriate proprietary man-day management system (CMAS/M4S). (T-2)

4.3.4. Review and Assessment Panel.

4.3.4.1. The panel reviews each requirement on the recommended prioritized list based on the following criteria; alignment with AFSOC/CC priority (Appendix B), potential duplicate entries, and appropriate use of man-days (IAW AFI 36-2619 and Appendix A).

4.3.4.2. Provide recommendations for AFSOC/CV approval.

4.3.5. AFSOC/CV.

4.3.5.1. Reviews requirements on the panel recommended prioritized list and considers their recommendations.

4.3.5.2. Approves the prioritized list either in whole or in part.

5. Budget Year For Overseas Contingency Operations (OCO) Man-Days.

5.1. Process.

5.1.1. AFSOC receives the Office of Management and Budget (OMB) guidance from HAF which provides the latest OCO criteria.

5.1.2. HAF will task AFSOC for a data call to meet the AF Personnel Budget Review Committee (PBRC) board. HAF consolidates all MAJCOM inputs and uses a particular data format for submission. The data requested is for the next FY. AFSOC commanders and directors submit requirements to HQ AFSOC/A1M when tasked via data call to meet tasked timelines. Inputs will be based on established OMB priorities such as deployment, Intelligence, Surveillance, and Reconnaissance (ISR), direct support, and backfill for active duty deployed members. (T-2)

5.1.3. Once submissions from the commanders and directors are received, HQ AFSOC/A1M will consolidate the submissions, ensuring each line clearly describes the active duty OCO task required for funding and is distinctly linked to an OMB Priority. Submissions not meeting these criteria are returned. Additionally, submissions must include the number of personnel filling each requirement and the months the requirements will be executed.

5.1.4. HQ AFSOC/A1M develops a recommended prioritization listing based on OMB mandated priorities and other commander directed tasks (i.e. - known emergent OCO requirements). (T-2)

5.1.5. The OCO prioritized list is then reviewed and assessed for validity through the panel. Each requirement will be reviewed and recommendations annotated on the listing.

5.1.6. AFSOC/CV will review this list and consider each recommendation. AFSOC/CV is the final approval authority for submission of all OCO man-day requirements to HAF.

5.2. Roles and Responsibilities.

5.2.1. HQ AFSOC/A1M.

5.2.1.1. Provide MPA man-day program oversight. (T-2)

5.2.1.2. Develop specific guidance on appropriate OCO submission criteria.

5.2.1.3. Provide data collection tools to submitting agencies which meets OMB mandated priorities and AF mandatory fields.

5.2.1.4. Develop an initial prioritized list of man-day requirements for command review.

5.2.1.5. Submits final AFSOC/CV approved OCO data listing to HAF.

5.2.2. Commanders and Directors.

5.2.2.1. Identify OCO requirements that cannot be temporarily met with active duty personnel. (T-2)

5.2.2.2. Ensure data is submitted to HQ AFSOC/A1M in the appropriate format and contains a complete requirement description, matched to a listed OMB priority. (T-2)

5.2.3. Man-Day Functional Managers (FAMs).

5.2.3.1. Identify OCO requirements that cannot be temporarily met with active duty personnel. (T-2)

5.2.3.2. Ensure data is submitted to HQ AFSOC/A1M in the appropriate format and contains a complete requirement description, matched to a listed OMB priority (Appendix A). (T-2)

5.2.3.3. Coordinate man-day requirements with wing counterparts to ensure submitted requirements are not duplicated and accurately reflect OMB priorities. (T-2)

5.2.3.4. Monitor man-day budgets in the appropriate proprietary man-day management system (CMAS/M4S). (T-1)

5.2.4. Review and Assessment Panel.

5.2.4.1. The panel reviews each requirement on the recommended prioritized list based on the following criteria; alignment with OMB criteria, potential duplicate entries, and appropriate use of man-days (IAW AFI 36-2619 and Appendix A).

5.2.4.2. Provide recommendations, where appropriate, on those OCO requirements which need further AFSOC/CV decision for approval.

5.2.5. AFSOC/CV.

5.2.5.1. Reviews requirements on the panel recommended prioritized list and considers their recommendations.

5.2.5.2. Approves the OCO prioritized list either in whole or in part.

6. Steady State and OCO Execution Year.

6.1. Apportionment Process (following allocation of days by HAF).

6.1.1. Once HAF allocates man-days based on the processes described in sections 4 and 5 of this instruction, commanders and directors will have the opportunity to review their previously submitted and approved requirements for changed priorities and additional mission needs.

6.1.2. AFSOC commanders and directors submit updated/new requirements to HQ AFSOC/A1M. As in previous submissions, these additional inputs will be based on established AFSOC/CC priorities (Appendix B). (T-2)

6.1.3. Once submissions from the commanders and directors are received, they will be consolidated and ranked IAW the AFSOC/CC prioritized mission list and other commander directed initiatives (i.e. known emergent requirements). **Note:** Submissions will be returned if specific justification and requested data is not provided.

6.1.4. The panel will review and assess the prioritized list to eliminate duplicate efforts and ensure appropriate use of steady-state man-days. Each requirement will be reviewed and recommendations annotated on the list.

6.1.5. AFSOC/CV will review the list and consider each recommendation for apportionment of HAF allocated man-days to the appropriate Command Man-day Allocation System (CMAS) budget areas.

6.1.5.1. The command will initially withhold 10% of the steady state budget, officer and enlisted man-days, to accommodate emergent requirements that arise between quarterly man-day execution reviews. (T-2)

6.1.5.2. Steady State man-days will be issued only for the next executing quarter (**Exception:** AFRC members on PCS orders filling approved tours over 180 days). OCO man-days will be issued for the entire length of the deployment. (T-2)

6.2. Steady State and OCO Mid-year Review.

6.2.1. HAF directs a mid-year review for both steady state and OCO man-days. MAJCOMs are tasked to justify their balance and identify new requirements for the remainder of the FY. AFSOC's mid-year balance of unobligated man-days and any new requirements will be reviewed by HAF to determine if additional man-days are warranted for funding, or if AFSOC can reprioritize from within the confines of the remaining allocation. In the event AFSOC has excess officer and/or enlisted man-days that cannot be executed during the FY, they will be returned to HAF to ensure 100% execution of our total allocation.

6.2.2. As in previous data calls, a task will be sent to commanders and directors requesting data on those requirements that have not yet been obligated, usually between April and September of the execution fiscal year. This is a bottom up review, without regard to whether they are additional or previously authorized requirements. (T-2)

6.2.3. Once submissions from commanders and directors are received, HQ AFSOC/A1M will consolidate the requirements, ensuring each line clearly describes the active duty task required for funding and is distinctly linked to an AFSOC/CC priority for steady state, or OMB guidance for OCO. Submissions not meeting these criteria are returned. Additionally, submissions must include the number of personnel filling each requirement and the months the requirements will be executed.

6.2.4. HQ AFSOC/A1M develops a new recommended prioritization list based on AFSOC/CC priorities and other commander directed initiatives (i.e. known emergent requirements).

6.2.5. The prioritized list is reviewed and assessed for validity by the panel. Each requirement will be reviewed and recommendations annotated on the list.

6.2.6. AFSOC/CV will review this list and consider each recommendation. AFSOC/CV is the final approval authority for submission of mid-year review man-day requirements to HAF.

6.2.7. HAF will notify AFSOC of the results of the mid-year review, and may approve all, some, or none of the requested additional days. If additional days are approved, the tasked timeline will account for the command apportionment process, where reprioritization may be necessary based on the remaining AFSOC balance.

6.2.8. AFSOC/CV will communicate the results of the mid-year review to the command.

6.3. Quarterly Execution Reviews.

6.3.1. During the months of December, March, Jun, and Sep, HQ AFSOC/A1MW will provide commanders, AFSOC directors and the review panel a report illustrating AFSOC's rate of man-day execution for the previous quarter.

6.3.2. If necessary, the review panel will recommend reapportionment of unexecuted man-days to other requirements.

6.3.3. If applicable, AFSOC/CV will review and approve the reapportionment recommendation.

6.3.4. If reapportionment is approved, AFSOC/CV will communicate them to the command.

7. Emergent Requirements.

7.1. Emergent requirements outside the AFSOC/CV approved prioritization list will involve either reapportioning days to the new mission, or requesting additional man-days from HAF.

7.1.1. Prior to requesting additional days from HAF, an analysis must be made to determine if the mission can be supported with AFSOC's existing man-day balance. If the request is for steady state man-days, the withhold balance should be completely exhausted prior to contacting HAF for additional days (see figure 7.1 or figure 7.2 for OCO).

7.1.2. HQ AFSOC/A1MW will prepare a report to display under-executed man-days by requirement and potential unused days, for advisement to the panel for reapportionment recommendation to AFSOC/CV.

7.1.3. AFSOC/CV will review and approve the recommendation or authorize a request to HAF for additional man-days.

7.1.3.1. The request to HAF will be submitted by HQ AFSOC/A1M and must include authoritative documentation for reference, such as a RFF, tasking order, or other pertinent orders for the specific AFSOC AFRC capability.

Figure 7.1. Emergent Requirements Request Process (Steady State Execution Year).

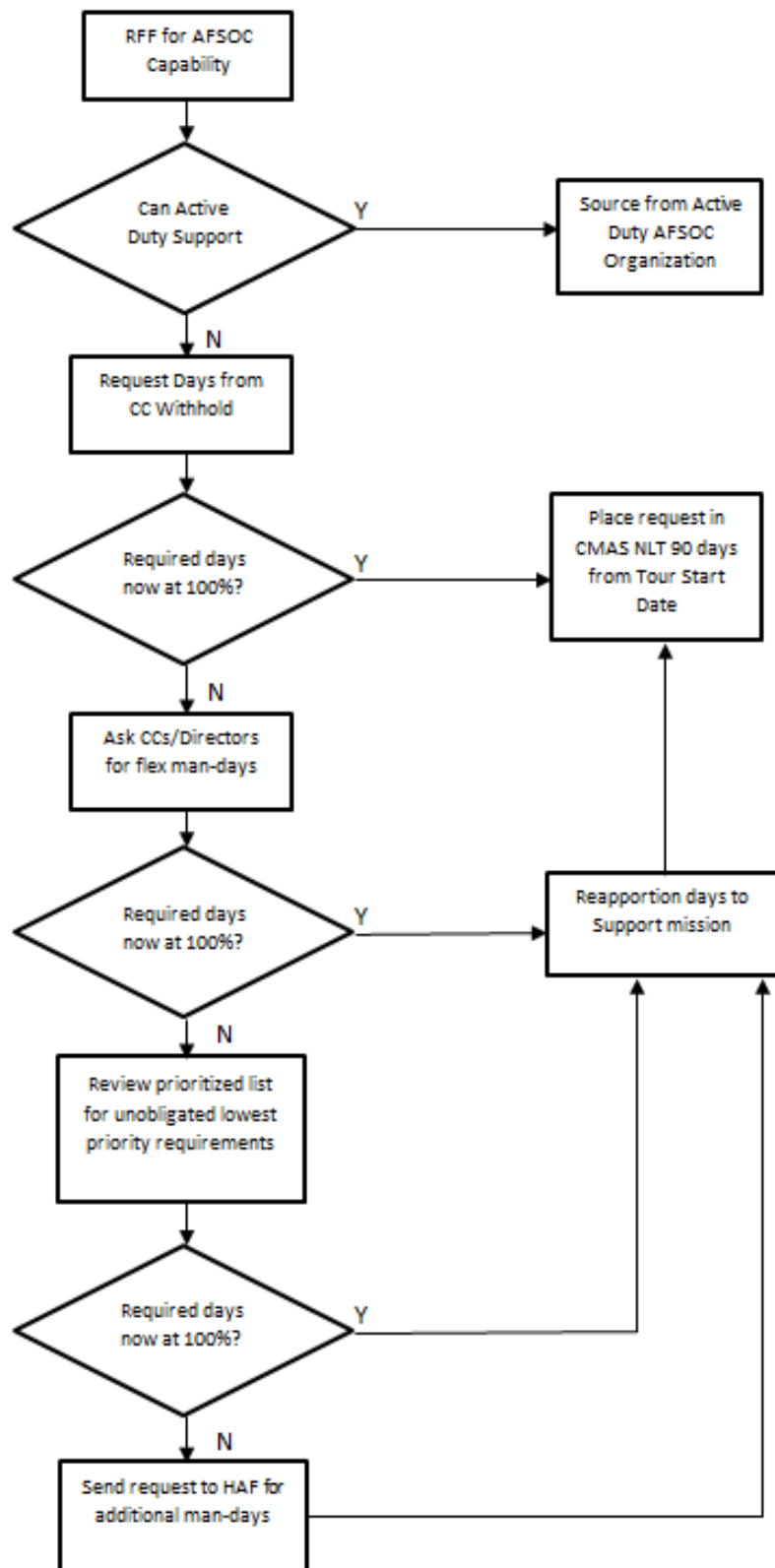
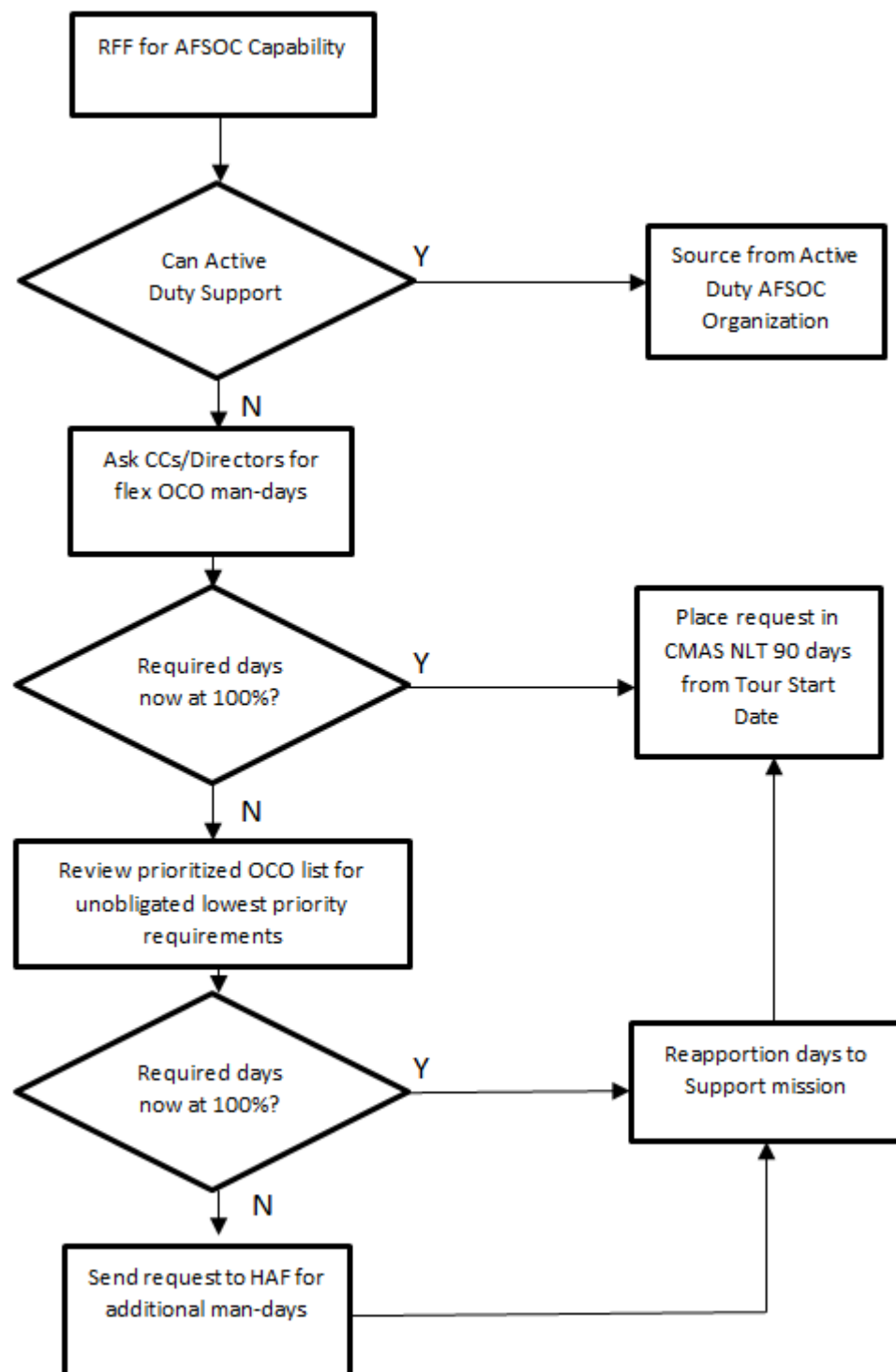


Figure 7.2. Emergent Requirements Request Process (OCO Execution Year).

SHERRI J. HAYES, GS-15, DAF
Director of Manpower and Personnel

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

DODI 1215.13, *Reserve Component (RC) Member Participation Policy*, 11 May 2009

DODI 1215.06, *Uniform Reserve, Training, and Retirement Categories for the Reserve Components*, 11 Mar 2014

DODD 1241.01, *Reserve Component Medical Care and Incapacitation Pay for Line of Duty Conditions*, 28 Feb 2004

DODD 1235.10, *Activation, Mobilization, and Demobilization of the Ready Reserve*, 26 Nov 2008

DODD 1200.17, *Managing the Reserve Components as an Operational Force*, 29 Oct 2008

AFI 36-2619, *Military Personnel Appropriation (MPA) Man-Day Program*, 22 Jul 1994

AFI 10-402, *Mobilization Planning*, 1 May 2012

AFH 10-416, *Personnel Readiness and Mobilization*, 22 Dec 1994

AFMAN 33-363, *Management of Records*, 1 Mar 2008

Prescribed Forms

No Forms are prescribed in this publication.

Adopted Forms

AF Form 847, *Recommendation for Change of Publication*

Abbreviations and Acronyms

AF—Air Force

AFI—Air Force Instruction

AFMAN—Air Force Manual

AFH—Air Force Handbook

AFSOC—Air Force Special Operations Command

AFRIMS—Air Force Records Information Management System

DODD—Department of Defense Directive

DODI—Department of Defense Directive

MPA—Military Personnel Appropriation

RDS—Record Disposition Schedule

Attachment 2

OCO USE OF MAN-DAYS:

The overarching purpose for OCO MPA Man-days is to provide the Air Force with skilled temporary manpower to support the Air Force's mission in overseas contingency operations.

Appropriate Use:

1. Active Duty for Operational Support (ADOS) required to meet deployed requirements to AOR: ARC members filling a valid unit line number (ULN) for Operation Enduring Freedom (OEF).
AFSOC EXAMPLE: 919 SOW MEMBER DEPLOYING TO FILL A CJSOAC REQUIREMENT FOR ONE ROTATION.
2. ADOS required to support ISR actions. The following three criteria must be met:
 - a. ARC members filling a valid ULN in direct support of OEF / OND from home station or another intermediate location outside of the AOR (E.G., Predator Operators, Distributed Common Ground System, etc.),
 - b. The "direct support" relationship should be indisputable,
 - c. War-related requirements exceed the AC's war effort capability.**AFSOC EXAMPLE: USE OF 2 SOS TO FLY A CAP**
3. ADOS required to support deployment operations, or providing indisputable direct support to OEF operations.
AFSOC EXAMPLE: DIRECT SUPPORT SUCH AS AN OPERATIONS CENTER OR UNIT ACTIONS TO SUPPORT A MOBILIZATION
4. ADOS required to backfill essential AC members who are deployed forward in support of OEF: ARC members required to backfill those AC personnel deployed for 365-days or more and/or those AC personnel in "one deep positions," like Commanders or Comptrollers.
AFSOC EXAMPLE: BACKFILL OF AN ACTIVE DUTY MEMBER FILLING A VALID ULN

Tours normally not approved:

- a. To man staff positions without direct support specifically tied to OEF
- b. Deployments not classified as OEF or support for other contingencies NOT OEF
- c. Loosely tying a requirement to OCO because a member from the same office is deployed

***SPECIAL NOTE FOR OCO MAN-DAYS: BASED ON BUDGETARY RESTRAINTS AT THE BEGINNING OF EACH FY, HAF MAY DICTATE THAT OCO DAYS ONLY BE USED FOR DEPLOYMENTS OR RPA OPERATIONS UNTIL SUCH AF-LEVEL REVIEW MAY INDICATE ALL AF REQUIREMENTS ARE ABLE TO BE FUNDED.**

Attachment 3**AFSOC COMMANDER'S PRIORITIES**

1. Overarching CC priority (25 Sep): C-145 AvFID augmentation (AFSOAWC)
2. ISR
3. SOCSOUTH ISR RFF (COS/A-3)
4. 3rd & 33rd SOS (27 SOW)
5. 11th IS -- 1 x steady state/3 x surge PED orbits (1 SOW)*
6. 2nd SOS -- MQ-9 conversion/transition to HRT; 2 locations during transition (1 SOW)
7. Aircrew
8. 5th SOS -- Augment AC-130U MQT instruction (AFSOAWC)
9. C-146 -- Classic Associate Unit Ops/Mx (AFSOAWC)
10. Deployed C2 -- JSOAC/JSOAD/SOLE (All Wg/Gp)
11. Contractor to Blue Suit transition aircrew training (AFSOAWC)
12. STS – training/deployment backfill (24 SOW)
13. EC-130J support – SOFFLEX/LIDAR/FABS-SABIR Arm/ISR in a Pod/ACJ FTU/etc (AFSOAWC/COS/A-3)
14. DAGRE
15. SUAS FTU (augment IQT) (AFSOAWC)
16. Wings/Groups/HQ staff augmentation (All)

The most current list of priorities will be maintained on the AFSOC MPA Man-day Management Sharepoint site at:

<https://teams.afsoc.af.mil/sites/MPA/Priorities/default.aspx>